

THE OSHAWORKER

LOCAL 222 U.A.W./C.L.C.

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PRESIDENT'S COLUMN

Truck Plant's Finest

By ABE TAYLOR

On July 19, the first shots will be fired across the Master Bargaining table by the parties at the Holiday Inn in Oshawa. Negotiations



will remain in Oshawa until the latter part of August, at which time they will be shifting to the Royal York in Toronto. One very significant point needing to be changed immediately prior to negotiations is Labour Relations' word meaning something. During discussions in negotiations, on several points Labour Relations have a tendency to say, "You have our word on this issue," and quite often, depending on the size of the issue involved or the makeup of the people that the Union have to deal with, following negotiations, this has been good enough to resolve many issues.

In 1976, this will change. Why should this change? Merely because of the fact we have the Ron Coxes in the Truck Plant who, since moving there, has made a shambles out of past agreements and, in fact, has not lived up to some of the working conditions agreed upon by the man that he replaced. What does this do to labour relations between the parties? In my opinion, labour relations in the Truck Plant is at an all-time low, and I feel it is because we have a combination of a gutless Manager of Labour Relations and people in the Truck Plant on Management's side

who are satisfied to constantly violate the Collective Agreement.

A most recent situation happened to back up what I am saying in this article where a woman asked for a leave of absence for a week to allegedly go to a family reunion where a dying aunt was involved. I received a note on Friday, June 18, indicating that this woman's request for a leave of absence would be denied due to the fact there was a shortage of manpower. The woman was desirous of being away for the week of June 21, but, as of 4:30 on the 18th, the so-called Manager of Labour Relations, who is going to tell us in negotiations that this has been no problem to the Union, and that we have his word on such matters, would not show a little backbone and go over Management's head in the Truck Plant and straighten this type of issue out.

The Union advised Management where the woman was going, who the sick aunt was, and where the reunion was going to be held, but once again no leadership was shown by the Manager of Labour Relations, and the gutless individuals representing the Truck Plant denied the woman her right to such a pitiful affair.

On June 21, I had a brief discussion with the President of General Motors on the gravity of the situation in the Truck Plant, and advised him we were desirous of trying to reach a peaceful solution at our negotiations in 1976, but, with these types of people he has representing the Truck Plant and Labour Relations at the helm, it was going to make things really difficult. When we asked him

to intercede to ensure that the bad taste now in the mouth of the Union could be cleared up, he assured me he would look into this matter.

DENTAL CLINIC

Let me first of all thank all of the people who have appointments pending at our Dental Clinic. The response to date has been excellent, and hopefully those who have been treated to date are satisfied. One serious problem that we hear grumbling about comes from our waiting list. The people in charge of appointments are working their heads off to take the appointments as they are received, and we hope you will be patient because you shall be called as soon as your name comes up on the list.

The system being used at present is that, when we receive the coupons that were in the paper or telephone calls, they are recorded in a book, and the girls in charge have been advised to call each person as their name comes up, unless we are into bona fide emergencies, at which time these will be handled right away. To date, the Clinic is not completely finished as we have not completed our surgery room, recovery room, and a couple of hygienists' rooms.

Another important problem facing some of our membership, and a constant question that is being asked every day of the week, is when will we have an orthodontist? Recently I went to Toronto to the Dentists' Convention. I was introduced to one of these gentlemen in regard to coming to Oshawa. He indicated to me that his fee structure was between \$1,200 and \$2,500, which I felt was a little rich for the average pocketbook of a working man. However, we intend to continue to look, and we intend to have a couple of our doctors see what they can do for us in possibly finding one of these gentlemen to come into our Clinic on so many days per week, but, unless the price changes from what we have quoted above, the I don't see too much daylight on this issue at this time.

The Plan only covers \$500 per child on ortho once in a lifetime, and, if a person was covering four children, as an example, it would be impossible for the worker to do justice to his family if each one of his children fit into the \$2,500 bracket for necessary work.

Things in the Clinic are working pretty well at present. We are still contemplating open house, probably now in August or September, and we hope, in the meantime, you will display the type of patience that you have displayed to date, and hopefully, when your turn comes, you will be another satisfied customer. I might add that those seeing the Clinic to date have not been disappointed.

In conclusion, I wish all our membership a happy vacation period, and let's hope everyone returns safely after it.

P.S. — There have been a number of missed appointments lately for our Clinic, and, if this continues without notifying the Clinic, some people will be charged. Remember, this is your Clinic, and the only thing you are doing with this type of action is beating your fellow worker out of the possibility of getting an appointment date that you failed to show up for. Let's get together and use a little common sense on this issue or the bill you may receive you may not be too happy with.

CHAIRMAN'S REPORT

Target Company Not Set

By BILL HARDING

Along with the Committee, I have been out of the plant this past week finalizing our amendments. They had to be completed because the



Chairman of the individual plants are all meeting in Toronto the week of June 21 to co-ordinate all demands for presentation to the Company on July 20 here in Oshawa at the Holiday Inn. As I understand the

present schedule for negotiations, we are to commence on July 20 on the Master Agreement. The following week, we will negotiate on the Local Agreement, and continue to alternate each week until August 30 when all negotiations will be moved to the Royal York in Toronto.

The termination date of the present Agreement, as you know, is September 14, 1976, and hopefully, by that date, we will have a new Agreement. At the time of writing, the "target" Company has not been selected, and, truthfully, I don't have a clue as to who it might be. If I were a betting man, I think I would take Ford. If we are not the "target" Company, then, in all probability, there will be an extension of the termination date, and we would want all members to adhere to it.

The maximum pressure the Committee can exert on the Company is the 24-48 hours just prior to the deadline, and, if anyone should "jump the gun", they would just be denying the negotiators the "prime time" of

what it's all about. Don't "jump the gun", we'll tell you when if we have to go.

Even though we were out of the plant last week, some of us were called into a meeting with Management over a problem that has arisen in "B" Bodies. It appears that, as a result of breakdowns, the Company will not be able to meet their scheduled shutdown date of July 9 unless daily overtime is worked. It's amazing how their problems always seem to wind up being ours. If the daily overtime is not worked, then the Company says they will have to schedule work for the week of July 12, and we know that a lot of our members have made plans for vacations, etc. as a result of the Company's previous announcement that production would be completed on July 9.

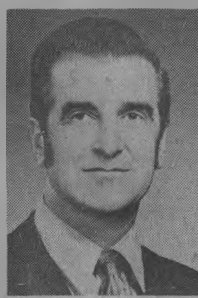
How do you win on a deal like that? A lot of our members don't want the daily overtime because they are working six days a week now; on the other hand, if they don't work it, they will be cutting down the shutdown period. The more you analyze the problem, the more complicated it gets. SUB gets involved, and some of our members would be working the week of July 12 for practically nothing.

There was no way we could commit ourselves one way or the other, and that we were not going to act as our members' "agent" under the Labour Relations Act. Finally, they decided to schedule the daily overtime and hope for the best, with the alternative being work on July 12. It's on days like this when I wish I were out racing my pigeons.

Secretary-Treasurer's Report

By STEVE NIMIGON
\$7,000 IN BURSARIES
FOR 1976

Once again this year as in the past, Local 222 will be presenting approximately \$7,000 in school bursaries. The Scholarship Committee comprising of Sister



Bev McCloskey, Brothers Pete Wilson and Pat McCloskey have formulated the ground rules & our office staff have sent the bursary forms to all the high schools in the area. To qualify

you must be a son or daughter of a Local 222 member in good standing. You must also be entering college or university this year. The forms may be picked up at the high schools your children are attending, or at the UAW Office, fill them out and return to us immediately.

SICK & WELFARE COMMITTEE

We have a very capable Sick &

Welfare Committee who visit our sick members either at home or in the hospital. They bring a smile and a hello plus a small gift to the sick brothers and sisters who I am sure appreciate it greatly.

There are dozens and dozens of our members who have been confined to home or hospital that never see the Sick & Welfare Committee, because no one has submitted their names to the UAW Office.

The Sick & Welfare Committee are all Local 222 retirees. They have no way of knowing who is out of work due to illness unless the name is submitted to the hall. The Committee have asked me to assist them by requesting that you notify your committeeman of a sister or brother who is out sick, and he in turn will notify the hall. The family or friends can also report to the UAW Office by calling 723-1187.

SUMMER VACATION

Since this is the last issue of the Oshaworker until September, I would like to extend to you and your families a safe, health and fun-filled vacation period.

PICNIC ERROR

It was reported in the last issue of the Oshaworker that the trap shooting at the picnic would begin at 1:00 p.m.

It has been brought to my attention that this is incorrect as the correct starting time will be 9:00 a.m.

Lloyd Clarke
Editor

DON'T FORGET!

Local 222, UAW Retirees Building Fund Draw Prize \$1,000 Vacation Bonus Draw at Union Picnic July 10, 1976.
Do you have yours?

WISHING YOU AND YOURS
A SAFE VACATION

Tom Simmons,
Carl Finlay,
Ken Sutherland,
SUB Committee,
Local 222, UAW



Letter to the President

By DON COUCH
District Committeeman

May 28, 1976.

Mr. Donald McPherson,
President,
General Motors of Canada Limited,
OSHAWA, Ontario.

Dear sir:

From 1970 through 1974, I held the Union position of District Committeeman in the Oshawa Truck Plant, representing approximately 1,500 employees.

I did not seek re-election for the term from 1974 to 1976. In March of this year, I again stood for the above position and was elected.

The reason the above is mentioned is to explain that I participated in the 1970 and 1973 negotiations and will be at the Master and Local bargaining table this coming year.

In the 1973 negotiations, a number of agreements were reached verbally and in writing concerning the working conditions in the Truck Plant.

To this date, Truck Plant management and central Labour Relations have not made any attempt to rectify and complete some of these three (3) year old working conditions.

With the past and present state of "bad faith bargaining", it puts me in a very precarious position heading into this set of negotiations I feel if it is the intention of the corporation to bargain in this manner, I will be forced to take the position of "Strike Action" in the upcoming negotiations instead of the "Peace in '73" position that I took in the last set of negotiations.

Below are a few facts to substantiate the accusations:

COOL OFF SYSTEM — BLACK ENAMEL: This system, when working, is inadequate to cool the metal to the desirable temperature as negotiated in discussion with John Barton and George Jarvis.

GRINDING BOOTH: This booth was to be installed at the beginning of the 1975 model. To this date, it has not been done.

CAFETERIA CUTLERY: An adequate supply of silverware was to be supplied. They were to be counted weekly and replaced if missing. There hasn't been any silverware since June 1974.

RIVET CUTTING: If a superior way of cutting rivets wasn't found similar to (Baltimore), a cutting booth would be installed. nothing has been done to alleviate this noisy problem.

SPRAYING IN DEPARTMENT #4C: It was agreed only spot spraying (size of a 50¢ piece), would be done outside a spray booth. Inside of boxes, tailgates, bumpers, frames, etc., are

being sprayed in the touch-up area, (no booth).

AIR SUPPLY — BODY SHOP: The duct work was installed as agreed, but the air flow wasn't improved to meet the requirements. (It operates like a gun without bullets.)

COVERALLS: John Barton and George Jarvis agreed in the presence of Paul Larkin and myself, (Howard Toaze and Abe Taylor are aware of this agreement), instead of asking for a given amount of coveralls for the Truck Plant, if a problem arose concerning a job that required coveralls, the District would submit it to the general superintendent for approval. The employee would in turn, (without hassle), receive coveralls on a one buy — one free basis.

This letter is interpreted and has been turned around by Ron Cox to read, "If the superintendent sees fit, he will sell the employee one pair only, 'employee buy'."

As you can see from the above, I will have to insist every item be spelled out clearly, in letter form, in the 1976 negotiations.

I would appreciate a prompt reply in respect to your opinion of the complaints I have outlined above.

Yours truly,

Don Couch,
District Committeeman,
District 1.

June 7, 1976.

Mr. W. T. Harding
Chairman, Shop Committee
Local 222, UAW
Oshawa, Ontario

Dear Mr. Harding:

Mr. Couch's letter to Mr. D. H. McPherson has been reviewed in great detail by our Labour Relations Staff and Truck Plant Management. I suggest that the quickest and most effective way to dispose of the matters listed in Mr. Couch's letter is to arrange a meeting with the appropriate Union representatives and management from the Truck Plant and Labour Relations staff.

I have asked Mr. K. R. Brooks to contact you as soon as possible with the objective of setting a mutually satisfactory time and date on which the parties may meet.

Yours truly,

H. C. Toaze,
Assistant Director of Personnel

NEGOTIATIONS

The week of June 14th, the Negotiating Committee went over amendments for the Master Agreement. These amendments will be forwarded to a special meeting of all Canadian Plant Chairmen for final approval. My absence from the plant lately has been more than I prefer, as I like to keep on top of the problems in the plant, but being elected to the Master Negotiating Committee, along with John Sinclair, Phil Bennet and Junior McMullen (Trades), it is impossible to be two places at once.

My replacement while on negotiations will be Frank Taylor, Frank in my opinion knows the language in the Master and Local Agreements to the utmost and I have full confidence in the decisions he will make in my absence.

Have a safe summer

LET'S HAVE A LAUGH

A minister was asking his congregation to donate as much money as they could afford for the new church. Suddenly the town's "Lady of the Evening" spoke up and said, "Reverend, I'd like to donate \$500." The minister said, "As much as we need the funds, I refuse to accept tainted money." A male voice in the back of the church shouted out, "Take it Reverend, it's our money anyway."

Radio Dept. set for N.P.

By PHIL BENNETT
District Committeeman,
District 9
NORTH PLANT
NEW RADIO DEPARTMENT

The new Radio Department is finally nearing completion as far as the building itself goes. The construction workers (electricians, plumbers, painters etc.) have



completed most of the work to be done, and about the only work left is the installation of the conveyorlines at the time of writing this article. I think that the workers who will be employed in the radio department will be as pleased with the new department as I am.

There will be brand new wash-room facilities as well as all new lighting throughout the entire building. There are three new air changers within the department, one at each end of the department, and one in the centre of the building. These air changers will also blow warm air in the winter so there should not be any problems with the department being cold during the winter months. The entire department has been painted two shades of blue. In all, I think the workers will agree that the building in itself creates a bright, clean and well lighted atmosphere.

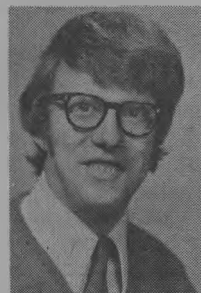
All of the openings for the radio operations have been filled and the first group of people to populate the department will do so on July 5th.

On July 12th there will be an additional number of people going into the department and finally on July 26th the remainder of the applicants will be taken into the department.

UNION REPRESENTATIVES FOR RADIO DEPT.

Your Committeeman for the Radio Department will be Al Dick, who has been a Committeeman and Acting District Committeeman over the past 10 or 12 years. I am sure that you will find Brother Dick a very competent and understanding Union Representative when and if you require his services.

Brother John Page is your Alternate Committeeman and I am sure that you will also find that Brother Page is very competent and will be eager to assist you in any problems that you might encounter in the absence of your Committeeman, Al Dick. I will be spending quite a bit of time in the Radio Dept. until July 19th, but from then on to the completion of the 1976 negotiations, Brother Al Dick will replace me as your District Committeeman, and in turn Brother John Page will replace Brother Dick as your Committeeman.



Three teams have made it to the UAW Picnic this year. They are Guscott Plumbing, Nash Fuels and Mr. Transmission. Elmer's Furniture and Napolis Pizza and Funhouse will play off on June 23, 1976 for the final playoff spot at the picnic.

The League welcomes Duplate into the league this year, as the fellows are really trying hard and will get tougher later on. Keep up the hard work boys!

TEAM STANDINGS

	G	W	L	Pts.
Elmer's Furniture	7	6	1	12
Guscott Plumbing	6	5	1	10
Carousel Inn	7	5	2	10
Mr. Transmission	8	5	3	10
Stereo Master	7	4	3	8
Mercury Furniture, Ajax #1 Local 1090	6	4	2	8
Nash Fuels	7	3	4	6
Oshawa Pools	7	2	5	4
Chris Catering, Ajax #2 Local 1090	7	2	5	4
Napolis Pizza & Funhouse	6	1	5	2
Duplate	5	0	5	0

G.M. Insurance

By JACK VAILLANCOURT
Insurance Representative
A SUDDEN LOSS
OF MEMORY?

Three years ago, I appealed an S&A claim for one of the brothers in the Truck Plant for one day's pay. The insurance company based on

the facts of the case, decided to pay the denied period. I was told that this would now set a precedence for this type of situation. The case went like this: You may or not know that if you miss an insurance exam that you will lose the day's sick benefit for not attending the exam. If there are strong extenuating circumstances, then the insurance company may pay for not attending the exam. Each case was based on the individual circumstances of each case.

This case dealt with a brother who went to the plant hospital after the time of the exam, was okayed for work and reported to work the next day. They refused to pay him a sick benefit for that because of not attending the insurance exam.

The rule had always been that if you reported to the plant hospital before the exam, that you did not have to attend the insurance exam and you also got paid the day's S&A benefit, provided you returned to work on the next work day thereafter. So because this brother went to the plant hospital after the fact, they turned him down for benefits.

As I said, I appealed the case and they paid. Three years later, I encountered another similar situation. This brother was to attend an insurance exam, but went to the plant hospital and got okayed for work at 11:45 a.m. Went to Oshawa General Hospital for further tests on his condition. Went to his own doctor's appointment at the approximate time of the insurance exam, and returned to work the next day. They said they would not pay this case. I said, what about the precedent on the appealed claim three years ago. Would you believe it?

Everybody that I talked to on the company's side has lost their memory. Just can't remember a thing, although they admit that the appeal was paid. I find this situation incredible. I thought that I had a bad situation behind me, but instead of that, they have taken away something more than was there before. These insurance rules sure need some fairer guidelines than presently exist. I hope the Bargaining Committees are listening.

RESOLUTION OF FURTHER CASES

Janice Hill, Vision care, paid; Charles Stovell, Dental care, paid; Mike Wijtowych, Dental, paid; Dave Rafuse, (hockey accident), paid; Jan Lopatynski, Dental, paid; Ernest Hadorn, recurrent S&A, paid; Ken Jackson, accident, paid; Rusty Powell, EDB, paid.

CONCLUSION

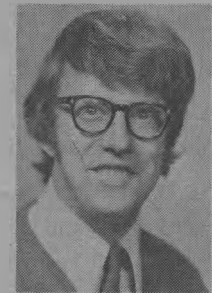
If you have a problem with S&A, OHIP, drugs, dental, EDB, Vision Care, Life Insurance etc., please ask your foreman to phone the Benefit Office at 644-6075 and place a call for your Insurance Representative. We will be glad to assist you. For those people we are unable to see before the plant holidays, we will pick you up later. Remember, there are no time limits on insurance disputes.

**Local
222
Picnic
Saturday
July 10, 1976**

Attention Bowlers

By CONNIE LOCKHART

Bowling starts on September 10, 1976, at 7:00 p.m., at the Oshawa Shopping Centre. Last year we had 20 teams in the League. This year we



will have 24 teams. This will be made up of three divisions of 8 teams in each group, which will make it more competitive. At this time I would like all the team captains or representatives of the teams that participated last year to check with their players and submit their complete team roster as soon as possible, as I have had 2 teams already submit applications to put teams in.

Also everyone who is interested in going on a team should also turn his or her name in as soon as possible. Please call: 728-9947.

109 Grievances

By TOMMY THOMPSON
1st Vice-President

The underlying cause for the narrowly avoided sitdown in the Paint Shop in G.M. was not the heat, but rather the lack of progress on the part of the International Union in respect to the 109 Grievances. I talked to John Bolin, the International Union Representative who works out of Solidarity House, and he informed me that, as of Friday, June 4, he had not been notified by the Sub-Regional Office of any cases that had been moved on to arbitration from the Oshawa Local.



Brother Bolin was in St. Catharines at the time investigating the 50 cases that had been moved to arbitration from that Local. He assured me that, if he was notified of cases moved to arbitration from one Local in the future, he would come to Oshawa and investigate those cases at that time. The four Zone Committeemen who met with Management Representatives proved that there were sufficient employees available who wanted to work overtime, and

who were capable of doing the overtime work assignment, but Management deliberately engineered the incident, causing the work stoppage. The G.M. Shop Committee and the Local Executive Board are now on record as being in favour of arbitrating these cases, and have notified the International Union of their position.

SEVERANCE PAY FROM UIC FOR MEMBERS 65 YEARS OF AGE

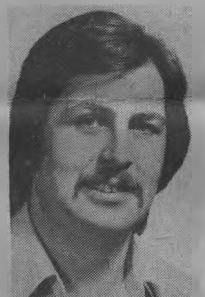
Any members of Local 222 who were 65 years of age last December 31, or those who have reached that age since, can claim the three weeks severance payment, providing they have 20 or more contributions in the 52 weeks previous to the week in which application is made. The contribution to UIC that is normally deducted from the members' pay cheques was stopped when he or she reached age 65 and those members became ineligible for regular UIC benefits. Those members who are over age 65 and still working will soon be too late to claim their three-week lump sum payment, so it's important that this claim be made immediately.

I want to take this opportunity to wish all the members of Local 222 a very safe and enjoyable summer vacation.

Avoiding a Bad Contract

By BRUCE BARRETT

With the heavy bargaining for a new September contract beginning this month, our UAW membership is quite concerned about attaining a decent settlement. Many members see dark clouds on the horizon, and are quite naturally apprehensive. While no one really likes to go on strike, everyone realizes that not disrupting the production process is a luxury we cannot afford. UAW members and others have found that forcing G.M. in this tried and proven method is the only way to secure improved benefits, wages, and working conditions.



In the last UAW contract (1973) with G.M., there was no strike, and all the major demands of the Union were lost. The small wage increase was not substantial as it has caused the buying power of the UAW membership to fall slightly behind in today's inflated marketplace.

While the need and desire to strike for a good contract in 1973 was there, most UAW members saw the International Union's approach that time as being prohibitive. It was commonly held, when U.S. Ford workers were divided off and settled first, Canadian Ford workers after that, then the same in G.M., there weren't great odds in favour of forcing a settlement superior to the Chrysler pattern with G.M. in Canada.

It is widely held better tactics should be developed this time at bat, especially with the negative threat the Companies have created in their so-called Anti-Inflation Board (AIB).

Canadian workers are secure in the growing realization their Canadian Labour Congress (CLC), which unites the UAW, United Steelworkers, CUPE, and so on, can easily eliminate the foreboding AIB menace by one-day work stoppages, etc.

Everyone knows, where there's a will, there's a way. Should the CLC not have enough time to eradicate the AIB threat before September, it is accepted that UAW members in Canada can easily live under the old contract with the new money the COLA would provide for a whole year after the contract expires if

that's how long it takes for the AIB to become extinct.

With such a strategy, the UAW would be free to gain the kind of wages the membership needs to improve their standard of living instead of just trying to catch up with inflation.

A very successful strike could be waged at little hardship to UAW members by striking now and then. If the membership, in a key plant or two, worked only a few days a week, the rest of our membership could pay nearly all the rest of their wages through union dues. A growing body of opinion in the UAW holds that the UAW could stop up to three-quarters of all production indefinitely at very little cost to its membership. That kind of situation would certainly cause G.M. to return some monies to its employees who provided the super surplus of profit by their increased productivity in the first place.

Many are apprehensive that these things won't happen. It is thought UAW President Woodcock is retiring, and may have little interest in making serious moves to achieve our goals. While this has not been proved, one thing is always true. G.M. will continue to use its control over the TV, radio, and newspapers to propagandize the UAW into parking gear.

There is little doubt in anyone's mind the falsehood, "Increased wages cause inflation", will be accompanied by the line, "UAW workers are being shafted by their own leaders". This clever propaganda tactic is understood to be designed to convince everyone in the UAW they are beaten before they start, may as well be down and out, and end up with nothing.

This and all the other public relations trickery used by G.M. places a great responsibility on our leadership in Canada.

The central figure this time is newly-elected Chairman of the Intra-Corporation Council in Canada, Brother Bill Harding. Local 222 members recently elected Brother Harding as their Plant Chairman because they know he will be a tough negotiator, and, even more important, sharp enough to provide the correct strategies and leadership to get them where they want to be.

UAW members have good reasons for fearing they won't get a substan-

Crawling Along in Skilled Trades

By LEO KELLY
Zone 36

Skilled Trades Committeeman

Every once in a while the membership is lulled into a false sense of security by members of Management. The following article will point out to everyone how false this can be, and how low some people in Management can stoop. On Friday, May 14, an employee in the Tool and Die Room in the North Plant received a telephone call from



his wife at 3:25 p.m., telling him that her mother had passed away in England, and they would have to fly to England as soon as possible.

The employee immediately left the plant, and went home to comfort his wife and make arrangements to fly to England. On arriving home, the employee thought he had better inform someone in the plant what had happened and to arrange time off. He then phoned General Superintendent Ken Dawson at home, but was informed Dawson was still at work, and given a number by Dawson's wife so he could call back into the plant.

The employee phoned back into the plant, contacted Dawson and explained the circumstances, and asked for time off until May 31 so he could attend the funeral and settle the estate. He was told by Dawson this was fine, but he should leave a note for General Supervisor Clyde Beaton so he would be aware of the employee's absence. The employee and his wife then left for Toronto to try to catch a flight. While at the airport, the employee wrote a note to Beaton, again explaining the circumstances, and asked for a leave of absence until May 31, and mailed the letter.

After waiting until one o'clock in the morning at the airport and being unable to catch a flight, the employee returned to Oshawa. He came back into the plant on Saturday morning around ten o'clock, and talked to

Beaton personally, and told him what had transpired. Beaton told him not to worry, that he would take care of all the necessary paper work. Before leaving the plant, the employee met District Committeeman McMullan and Committeeman Cox, and was asked how he had applied for the time off. They were told by the employee that he'd asked for a leave of absence.

Beaton happened upon the scene about this time, and was told by the District Committeeman he would have to change the leave to read, "for vacation purposes", or the employee could lose his holiday pay for May 21 and 24. Beaton replied they would look at it when the employee returned from England. He was again asked to change the leave before the employee left, but said Dawson would have to change the leave.

Upon returning to work, the employee put me on call on June 1 to help in filling out his bereavement forms. He then asked me if he would receive holiday pay for May 21 and 24. I then asked what he had applied for, and he said it was a leave of absence, but he didn't know if it had been changed to leave for vacation purposes. I informed the employee that, since he would receive bereavement pay for May 18, 19, and 20, he would receive his pay for May 21, and, due to the circumstances, the change had probably gone in, so he would be paid for the May 24 holiday. I informed him that, if he didn't receive pay, he should get in touch with me. I did some checking, and found out from Committeeman Cox that he was waiting on an answer from Dawson on whether Dawson would change the leave.

On Friday, June 4, I received a call from the employee, and was told he hadn't received pay for May 24. Having dealt with Dawson many times in the past, I knew it would be useless talking to him, so I phoned the Labour Relations Rep for the trades, Jack O'Brien.

As usual, when you want these Reps, they conveniently seem to be at meetings, so, since I was going on night shift, I was not able to get O'Brien until 3:30 Monday afternoon. After telling O'Brien the

circumstances, I was told there should be no problem, just get the clerk to file a pay shortage and say the employee was on leave for vacation purposes. I did this on Tuesday, but was told by the clerk he needed an okay from either Dawson or Beaton. I then got hold of Dawson, and, after exchanging a few normal unpleasanties, which is expected with this member of Management, he told me it was in Beaton's hands. I then met Beaton, where again remarks not printable were exchanged.

However, in the end, Beaton agreed to put in for the employee's pay, but emphasized that Dawson would have to okay the change. Before leaving that night, Beaton must have talked to Dawson because he left a number for me or my Alternate, John Planeta, to call. Since my Alternate received the message first, he phoned Beaton, and was told to inform me that Dawson was refusing to change the leave.

On Wednesday, June 9, I then went and saw Plant Manager Ron Migus, and informed him of everything that has transpired, and especially of the actions of Dawson in this case, and his pathetic treatment of the tooling people in the past. Plant Manager Migus took down the details, and said he would have the North Plant Labour Relations Rep, Art Jones, look into the case.

I went up to Art Jones's office on Friday, June 11, to see if any progress had been made to get the pay. Unfortunately, Jones had not been able to get Dawson and check on the story. However, Jones did say that, if the employee had a full week's vacation left, the leave should be able to be changed.

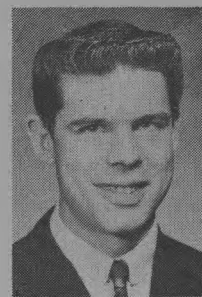
On Tuesday, June 15, I returned to Jones's office and was told Dawson was checking to see if the employee had any holidays left, while that day, June 17, I again went to Jones's office where I was informed that, even though the employee does have vacation time left, and yes, the leave can be changed, Dawson still refuses to make that change.

How Dawson can ever look at himself in a mirror, I'll never know. If, by your antics, Ken, you're trying to bring the morale in the Die Room down to the low point it was before you were moved upstairs, just keep doing those same asinine decisions, and you'll succeed, but this charade you have caused isn't over yet because maybe Plant Manager Migus has some decency left, and, when I inform him of your latest decision, which I'm going to do, he'll stop this disgraceful display, pay the employee and do what past Management has done, and get you out of the Die Room before you completely destroy a good bunch of employees and a complete department.

Truck Plant News

By FRANK TAYLOR
Zone 26 Committeeman

There have been numerous articles written in the Oshaworker by various committeemen throughout G.M., expounding on the inadequacies of our grievance procedure. The general superintendent in the Truck Plant has openly stated he formed a militant management for the sole purpose of defeating our Union. Abusing our grievance



procedure and reneging on commitments given in negotiations have been the main tactics employed by this anti-union supervisor in his endeavours to reach his objective.

For instance, Ron Cox has devised a system forcing the Union representative to deal with four different superintendents in the production area of the Truck Plant. These superintendents change shifts in the middle of our respective shift, allowing them to avoid making any decisions by passing the buck onto their counterparts. Then to make matters worse, Cox will issue directives to these superintendents who in turn don't have the autonomy to vary from these orders without his permission.

If Cox's orders adversely affect an employee and his Union representative is requested to have the situation resolved, the committeeman has to

discuss the problem with a member of management who doesn't have the authority to institute a correction. For this reason it is imperative a procedure be established whereby the Union representatives meet with one responsible member of higher supervision at the second step since any farmer can tell you, the only way you can get your message across is to talk to the donkey's head, not his hind end!

In addition to this, in 1973 Letter #24 was negotiated into our Local Seniority Agreement, giving the Union the right to conduct a "shake-out" meeting with the senior plant supervisor and a member of Labour Relations. This meeting could result in many grievances being resolved prior to the third step since the senior supervisor can reverse the decision originally made by his subordinate.

At the present time we are being deprived of the right to this "shake-out" meeting with the plant manager because he insists on delegating a junior supervisor to fulfill his obligations. Letter #24 specifically states the "shakeout" meeting will be held with the senior supervisor, not someone the senior plant supervisor delegates, so we are insisting on exercising our negotiated rights.

Although it has become commonplace over the past couple of years for Truck Plant supervision to renege on their negotiated commitments we feel in this instance it would be to our advantage to insist upon talking to the organ grinder rather than his monkey!

PICK UP BONDS

Those employees who purchased 30th series Canada Savings Bonds (1975-1976) by payroll deductions may pick up their Bonds as follows:

Location: Bank of Nova Scotia, 11 Simcoe St. North, Oshawa, Ontario.

Banking Hours: Monday to Thursday — 10:00 A.M. to 4:30 P.M.; Friday — 10:00 A.M. to 6:00 P.M.

Employees must present their identification cards.

Unpaid balance owing on Bonds must be paid to the Bank of Nova Scotia by means of cash or certified cheque only.

A minimum fee of \$1.00 per month will be charged to anyone who has not picked up their Bonds prior to July 1, 1976.

Employees concerned are requested to make a special effort to pick up their Bonds as soon as possible in order to avoid this charge.

THE OSHAWORKER

Published bi-monthly by Local 222 of the United Automobile, Aircraft and Agricultural Implement Workers of America, 44 Bond St. East, Oshawa, Ontario, affiliated with the Canadian Labour Congress.

To the readers:

The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. The Oshaworker reserves the right to edit material submitted.

Editor: Lloyd Clarke

Editorial Board: Albert Taylor, Steve Nimigon, Tom Simmons

FOR SALE

TWO 5-YEAR OLD HORSES, 15½ hands, buckskin mare, four black socks, mane and tail, very quiet, Arabian and quarter Sorrel gelding. Call: Bowmanville 623-3959

16' FIBREGLAS CRESTLINER, horn, spotlight, lifejackets, paddles, towbar and 55 h.p. motor, A-1 condition, \$1200. Call : 725-9481 after 4 p.m.

HAMMOND M-3 ORGAN with protective quilt cover and built-in reverb system, univox mini Korg synthesizer, Elka tone, Leslie cabinet, \$2500. Call: 725-5125

STORAGE SHED, 8-FT LONG, 6-ft. high 40" deep, \$45. Call: 728-7688 after 6 p.m.

1969 FORD V-8, automatic, P.S., P.B., good condition, asking \$675. Call: Orono 983-5428

PANEL DOORS, 3-2'6" × 6'6", 2-24" × 6'6", swap for hand winch. Call: 725-9797 after 6 p.m.

1970 METEOR, 2-door hardtop, vinyl roof, 351 engine, P.S., P.B., good condition, best offer. Call: 723-6560

CLEARANCE SALE — Coleman 2-gallon thermos jug, luggage, jewelry, dishes, pan, dollies, ornaments ladies clothing, size 16, many other items. Call: 723-4813

GIRL'S CCM BICYCLE, 22" frame, \$15. Call: 725-4368

TEE-PEE TENT TRAILER, complete with mattresses, canopy, spare tire, cupboards, excellent condition. \$600, not available until end of July. Call: 725-0121

1975 BOMBARDIER MOPED. Call: 725-2492 or apply: 164 Stacey Avenue

CHESTERFIELD, CHAIR, dishes, 3 wooden garden chairs, white. Call: 725-0813

POOL TABLE, 4' × 8' slate bed, accessories included. Apply: 262 Oshawa Blvd. S. after 5 p.m.

GOLD SHAG RUG with underpadding, size 12' × 7'6", asking \$80, fibreglass drapes, one set 96" × 84", one set 44" × 84", asking \$35. Call: 576-3919

TENT TRAILER, homemade, \$150, 1970 Chev Convertible, \$2000, 1962 BSA 650, \$400, BSA Chopper 500 single, \$400, electric steel-guitar, \$325. Call: 728-3453

10 H.P. OLDER JOHNSON OUTBOARD, \$125. Call: 723-5950

1975 CHEV IMPALA, green, 4-door hardtop, air con., many extras, low mileage. Call: 728-1021 after 4 p.m.

1966 DELTA 88 OLDSMOBILE, good condition, \$850, lots of new parts. Call: 728-5897

BOY'S STANDARD BIKE, moto-cross style, brand new, \$50, G.E. refrigerator, \$60. Call: Whitby 668-5337

BASS GUITAR AND AMP, like new, 1970 Ford Maverick, new body and paint job, 1953 Ford half-ton, sharp. Call: Hampton 263-8837

18' MAHOGANY BOAT, 50 h.p. Evinrude and heavy-duty trailer, stereo, German Graetz, cabinet radio. Call: 728-5503

1975 HONDA MOPED, like new. Call: Bowmanville 623-7587

RCA VICTOR COLOR TV, floor model 21", good cabinet, working well, new picture tube, \$200, firm. Call: 579-1519

NEW MATERIAL FOR STEPS, ready to assemble, number 1 fir and clear solid fir, could be adjusted to any size, \$65. Call: Hampton 263-8378

3-SPEED GIRL'S BICYCLE, in good condition, children's slide. Call: 728-5524

GIRL'S 5-SPEED RALEIGH BICYCLE, used three times, just like new, cost \$140, sell for \$100. Call: Whitby 668-4294

1970 TOYOTA COROLLA, Std. shift, radio, excellent condition, certified, \$995 Call: 723-5479

5 H.P. TRI-BIKE, Briggs & Stratton motor. Apply: 88 Gladstone Avenue

18' TRAILER on established lakeshore lot, sleeps 4, good beach, cottage on Mazinaw Lake, good fishing, swimming and boating. Call: 728-0074 after 5 p.m.

HORSE TRAILER, single axle, one horse, home built, \$400, 2 foam mattresses, 39" × 72", \$25 each. Call: 728-8219

1962 OUTBOARD MOTOR, 22 h.p. Merc. asking \$175. Call: 725-0167

21 CUBIC FT. WOODS FREEZER, good condition. Call: 723-1620

TWO-SPEED SIMPLICITY WASHER, automatically timed, portable, super twin washer-spinner, separate controls, just like new, \$200. Apply: 318 Mary St. W., Whitby

AUTOMATIC SPIN WASHING MACHINE, Frigidaire, tone color, in good working condition, make an offer. Call: 723-0195

ELECTRIC STOVE, 24", 2 new elements. Call: 728-6988

HIGH QUALITY STEREO CASSETTE tape deck for the home, outstanding specifications for truly great living room sound, exceptional value. Call: 579-1947

MOTORCYCLE, 1972 YAMAHA 60 CC, \$225, wooden gate with posts, 48" × 46", galvanized steel gate, 5' × 3'. Call: 723-1340

1966 ACADIAN 4-DOOR, 6-cylinder, \$150 or best offer, as is. Call: 579-1333

1973 TRAVELINER TRAILER, 18-ft. new condition, never trailed, fridge, gas and electric stove, furnace, toilet, fully equipped, available August 1st. Call: Port Perry 985-7749

GIRLS SIZE 10 & 12 BATHING SUITS, sweaters, dresses, pants, blouses, ladies size 12 shoes, dresses, coats, occasional chair, runner. Call: 725-5306

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10-SPEED SUPERCYCLE MEDALIST, like new, used two months. Call: 725-6834

7.5 OLDER MODEL EVINRUDE outboard motor, in good working order, \$75 cash. Call: 728-8831

3-BEDROOM BRICK BUNGALOW, Hollywood kitchen, built-in stove and oven, large basement, garage, fenced-in backyard, close to all schools, \$69,500. Call: 723-3197

SWAP COLUMN

NEXT ISSUE — SEPTEMBER 2, 1976

DEADLINE FOR NEWS AND ADS — FRIDAY, AUGUST 20, 1976

1971 WOODS TENT TRAILER, sleeps 6, mattresses, light, spare tire, tent heater included, \$375. Call: 728-5372

CUSTOM VAN WINDOWS, smoke bubble plexiglass, 4 378-15 tires, \$50, size 6 boot-type roller skates, 1973 360 Yamaha, good condition. Call: 728-7292

1-TON LIFT TRUCK. Call: Hank 1-537-7834 Toronto, after 10 p.m.

BOY'S SAFARI SUIT, size 16, double bedspread and 2 single, 3-piece chrome set, chrome clothes rack, old type bathtub. Call: 728-4514

3-SPEED FLOOR SHIFTER, like new, \$30, also 3-speed standard transmission, \$20, good condition. Call: 723-2604

14-FT. FIBREGLAS new canoe, \$110. Call: 576-1325

2-PIECE CHESTERFIELD, 24" McClary-Easy stove, ideal for cottage, \$75. Call: 723-2604

MEN'S BICYCLE, some older type glass. Call: 723-7740

GYM SET, 2 SWINGS and glider with separate slide, \$25, men's bicycle, \$10. Call: 725-3732

LONG BLOND WIG, \$30, short streaked gray and brown wig, \$15. Call: Whitby 668-4932

1970 CHEV 3-TON. P.S., automatic, deluxe cab, camper special, large camper, all conveniences, 16-ft. boat and 70 h.p. motor. Call: 723-5070

ASSORTMENT OF BOY'S CLOTHES, size 10, pants, shoes, also 'teen girl sweaters, clothes, etc. Call: 576-4634

FANCY GUPIES, all colours, full grown, 50¢ a piece. Call: 725-8856

USED JACUZZI FILTER, ideal for above-ground pool, \$150. Call: 725-8601

21" COLOUR TV, excellent condition, \$275 or best offer, '67 Buick, 2-door, new paint, P.S., P.B., 8-cylinder, automatic, make an offer. Call: 725-3001

TORSION BAR TRAILER HITCH, up to 22" trailer, \$60, trailer mirrors, \$10 pair, aluminum door, 2'10" × 6'10". Call: 725-7246

CHROME KITCHEN SUITE, 5-piece heavy-duty table, \$30, student's maple desk, excellent condition, \$35. Call: 576-4795

'68 DODGE WINDOW SPORTSMAN VAN, good condition, certified. Call: 576-2322

PRIVATE SALE — 5 room house, 2-storey, white clapboard, freshly painted, near Shopping Centre, asking \$45,000. Call: 723-3600

1975 G.M.C. ½-TON, V-8, automatic, P.S., P.B., radio, rustproofed, Explorer full door cap, box trailer with tilt box. Call: 725-6026

BABY CRIB AND MATTRESS, excellent condition, \$45, 1974 Honda 125 CC MX, mint condition, \$599, Moto-Cross accessories. Call: 576-8224

1970 CHEV WAGON, good condition, 2 boys bikes, 1 size 20", 1 size 24", 1 Moped Solex, new. Call: 579-0545

GIRL'S BICYCLE, boy's 2-wheel bicycle, Moffat 24" electric range, large tricycle, Lloyd's baby carriage, baby tender, jolly jumper. Call: 579-3644

1973 OLDSMOBILE DELTA 88, 4-door hardtop, 4 new radial tires, 38,000 miles, excellent condition. Call: 728-8535

16-FT. BOAT, 40 H.P. Johnson and boat trailer, roll-away bed, 2-wheel box trailer. Call: 728-3297

4 CHROME G.M. 14 × 850 complete with tires, other tires, 14", \$3 each, Sealy spring-filled single mattresses, \$25. each, car cage rack, \$10. Call: 723-3095

ALUMINUM AWNING, size 9 × 3½, \$150. Call: 725-6281

1974 MONTE CARLO, air conditioned, radio, tinted glass, rear-defogger, rear speaker, sports mirrors, extras, \$4,000. Call: Bowmanville 623-5145

LILAC CORDED SILK COAT and dress, matching bag and shoes, size 7, \$20, navy and white no-sleeve pant suit, \$5.00. Call: 579-2206

1971 CHEV IMPALA, piano, lazy-boy, dresser, vanity, antique writing desk. Call: Brooklin 655-3720

9½ × 12½ RUG, RED WITH DESIGNS, upright folding bed, 46" mattress and steel spring. Call: 728-3639

PORTABLE FLEETWOOD RECORD PLAYER, three-speed, new condition, record stand included, \$20 or best offer. Call: 725-8340 or 728-7215

INFLATABLE BOAT, heavy-duty, 6 man, 1,000 lb. capacity, oars, motor mount, inflatable cushions, air pump, half price, \$95 complete. Call: 725-2639

3-SPEED UNISEX BICYCLE, fastback 100, banana seat, chrome fenders, night light, good condition, \$30 or best offer. Call: 728-6153

FRAME FOR DOUBLE BED for cottage, \$15, pine square birdcase, \$7.50, 9' × 12' gold rug, \$60, 3-speed boy's bike, 26", \$30. Call: Whitby 668-8675

CRIB WITH MATTRESS, \$40, baby carriage, \$30, both in good condition. Call: 728-0330

1957, METEOR RIDEAU 500, black, four-door sedan, collector's item, like new, well kept, \$2,400. Call: Port Perry 985-2020

WESTERN CUTTING SADDLE, complete with double strap, bridle, breast plate, rear cinch, blanket, stand, bargain at \$125. Call: 576-9162

1968 PLYMOUTH FURY III, 383 engine, good running order, tape player, as is for \$400 or best offer. Call: 725-6030 after 5 p.m.

MOTOR HOME, fully equipped, low mileage, excellent condition, chesterfield and chair. Call: 728-5070

1974 HARLEY-DAVIDSON XLCH low mileage, extras included, mint condition, \$3,200 or best offer. Call: 579-4226 between 2:30 p.m. and 6:00 p.m.

1975 YAMAHA 100 MOTORCYCLE. Call: Peter 728-6062 after 6 p.m.

UHF CONVERTER, will sell for \$30, cost \$50 when new. Call: 728-4082

GIRL'S DRESSES, slacks, shorts, tops, size 8-10, ladies grey wool winter coat, exercise equipment, Suzy Homemaker oven, all reasonable. Call: 728-0793 after 3 p.m.

ELECTROPHONIC STEREO SYSTEM, built-in 8-track tape player, 2 2-way speakers, preamp, turntable. \$115. Call: 725-7494

1973 CHEV IMPALA, automatic power steering and brakes, vinyl top, excellent condition, certified, original owner, \$2,795 or best offer. Call: 723-3987

TWO-BEDROOM HOUSE just south of Gravenhurst, 1½ acres, garden, lawn and woodlot, low taxes, ideal for retirement, recreation or investment, \$29,000. Call: Ajax 683-4984

3½ gallon garden tank sprayer, 15-gallon graduated garden hose sprayer, reasonable. Call: 725-2716

FRIDGE, in very good condition, size approximately 55" × 25" × 24". Apply: 430 Rosmere Street, after 4 p.m.

TWO-BURNER NAPHTHA STOVE STAND, bathroom and kitchen fixtures, dahlia roots, cannon lily bulbs, spruce trees, rhubarb for freezing. Call: 728-0357

BOX TRAILER, 4' × 8' with removable sides, 600 × 16 tires, \$85. Call: 723-3519

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1974 CAPRICE CLASSIC sedan, fully optioned, 5 new steel-belted radials, 1976 Airway sanitizor vacuum cleaner, with Rugmaster attachments. Call: Whitby 668-8957

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ENNIS & CO. UPRIGHT PIANO, made in Oshawa, best offer. Call: 728-8336

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WEDDING GOWN WITH VEIL of silk organza, size 13, asking \$100 or best offer. Call: 723-9576

1973 HUSQVARNA 125 CC MOTO-CROSS, good condition, also helmet, asking \$550. Call: Whitby 668-4972

TOYOTA TIRES AND WHEELS, penthouse air camper, bedroom suite. Call: 723-3330

1974 CHEV BELAIR, \$3,300, 22" bicycles. Call: 728-9364 after 4 p.m.

25-FT. CABIN CRUISER, A-1 condition, CB radio, inflatable dingy, alcohol stove, head fenders etc., in water ready to go, must sell. Call: 576-5667

GARAGE DOOR, 7' × 8' with all hardware in A-1 condition, price \$50. Call: 728-8120

2 GIRLS' BICYCLES, \$20 each, depression glass, occupied Japan black iron pots. Call: Hampton 263-2340 or apply: ½-mile north of Cedar Park, Hampton

HI-RISE BICYCLE, 24" wheels, A-1 condition, \$15. Call: Newcastle 987-4792

STEREO LOUDSPEAKERS, custom built, 75-watt max. 1 12" Oktron woofer, 2 5" Deforest Midrange, 2 Peerless dome tweeters, 18" × 13" × 33", \$525. Call: 728-8575

C.B. TWO-WAY RADIO, Golden Eagle Mark III base set, the best radio in C.B., try your offer complete with D104 microphone. Call: 725-4289

15½ BOWRIDER BOAT, trailer, 70 h.p. Chrysler motor, and top, skis and jackets, 8-track tape player with speakers, \$25. Call: Whitby 668-3462

'68 FIREBIRD, P.S., P.B., low mileage. Call: 728-7180

14" CEMENT BLOCKS. 14" and 15" Chev and Ford rims, rubber floor mats, 14" brake drums, all A-1. Call: 725-0540

2 LAWNMOWERS, both 22" cut, one self-drive, 3½ h.p. motor, 3 aluminum self-storing windows, size 34" × 50". Call: 725-9370

24" GIRL'S BICYCLE with monkey bars, ¾-steel bed and springs, Briggs & Stratton self-propelled lawn mower, lawn shears. Apply: 238 Verdun Road

14' SPRINGBOK BOAT, 9.5 Evinrude motor, gas tank, oars, oil, etc., A-1 condition, will guarantee, \$700. Call: Bowmanville 623-3639

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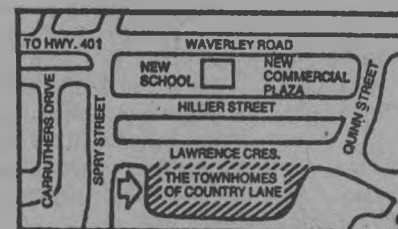
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Worker Apathy Weakens UAW

By RUSS RAK

For many years after the 1937 strike at G.M. which established the UAW in Oshawa and Canada; our Union held the reputation of being one of the more democratic, progressive and militant unions in Canada — with an active and well-informed membership. This was because in the early days, the UAW led the way in the struggle for better wages and working conditions, and pioneered in areas such as pensions, supplemental unemployment benefits (SUB) and cost-of-living allowances (COLA).

When the UAW first fought for pensions in the early 1940's, G.M. said Hell would freeze over before they would agree to providing pensions for auto-workers. Today, UAW members are covered by better pensions than most industrial workers in Canada.

However, during the last few years, the pioneering spirit and leadership of the UAW in Canada seem to be declining. And the UAW membership is no longer as militant and well-informed as it used to be; nor does it play as active a role in formulating policy and decisions in the UAW. It seems that our membership has become apathetic when it comes to playing an active role in union affairs.

Today, most UAW policy, formulation of contract demands, etc., is decided by elected or appointed UAW functionaries, with very little input from the rank and file. On many occasions, the membership is not even informed of what transpires at UAW conventions or UAW District Council meetings, which are the policy setting bodies in the Union.

This is a dangerous trend, which if allowed to continue could lead to the UAW becoming a bureaucracy, where the officials run the Union,

make all the decisions and collect dues without any membership involvement.

This is borne out by the fact that during the last couple of years, membership attendance at regular monthly Union meetings has been steadily declining. Many times, meetings are cancelled for lack of a quorum. In fact, there has not been a general membership meeting since April, because in May and June, fewer than the required quorum of 50 members needed to hold a meeting bothered to show up.

TIME FOR CONCERN

For a local as large as 222, with a total membership of around 14,000 and at least 150 elected and appointed officials, this is inexcusable. The main concern of the leadership of local 222 has to be with getting at the causes of the apathy that afflicts our Union and finding ways of overcoming it.

Particularly at this critical time, when our Union is heading into what is bound to be the most difficult negotiations in our history in Canada — what with having to take on G.M. and the federal anti-inflation board (AIB) — it is important that the entire membership is fully informed and involved in formulating contract demands and negotiating tactics. This is the most effective way of achieving unity and rallying the membership to fully support our bargaining demands and any other action proposed by the leadership of our Union.

To achieve this requires regular and special membership meetings with full reports from all committees and delegations at these meetings on whatever action is being planned.

For example, at the CLC Convention held in April — which was attended by 15 of our own Local 222 delegates — the delegates overwhelmingly endorsed the call for a general strike to pressure the federal government to withdraw the AIB legislation.

More recently, Dennis McDermott, our regional director and CLC

vice-president, has said publicly that a general strike will be held before the end of this year. Yet nothing has been said in our local about this and nothing is being done to rally the membership for such action.

If such action is to be successful, then special membership meetings should be called to discuss it. When it comes to challenging the federal government AIB — no union should be left to do it alone — it will require the united action of all trade unions in Canada.

SPECIAL MEETING

I am glad to learn by reports in the daily newspapers that a special membership meeting is being called sometime in July to ratify contract demands, even if it is rather late to make any changes. And I hope that all brothers and sisters will make every effort to attend the special meeting and general membership and G.M. Unit meetings, which are held the first and third Thursday of every month, with the exception of July and August. This is because of summer holidays.

As this is also the last issue of the Oshaworker until September. I would like to wish all sisters and brothers and their families a safe and enjoyable summer.

Pensions

By GORD HENDERSON

The following is a list of our members who have retired since the last issue of the Oshaworker. We know we speak for all in Local 222, and in the UAW, in expressing our wishes for a long and happy retirement for each and everyone. J. Raines, Truck Plant, 32.7 years; N. Rockwell, Body Plant, 30.3 years; P. Chartrand, Main-



tenance S.P., 28.6 years; C. Cowan, Chassis Plant, 26.1 years; H. Bradburn, Chassis Plant, 25.8 years; O. Schwarzer, Parts Dept., 23.9 years; E. Greenly, Parts Dept., 24.4 years; E. Quinn, Parts Department, 25.5 years; N. Gordon, Truck Plant, 23.1 years; P. Hall, North Plant, 27.3 years; R. Dawe, Chassis Plant, 26.6 years; J. Bouma, North Plant, 23.2 years; H. Trim, Maintenance S.P., 24.5 years; V. Cook, Body Plant, 23.9 years; S. Nathan, Truck Plant, 21.3 years; G. Dennis, Chassis Plant, 12.3 years; D. Young, Truck Plant, 43.2 years; G. Giles, Chassis Plant, 15.3 years; I. Ford, Wire & Harness, 13.6 years; M. Makin, Body Plant, 21.4 years; J. Lee, C.K.D. W.P., 18.8 years; W. Westley, North Plant, 14.8 years; D. Sturgeon, Chassis Plant, 20 years.

RETIREMENT EXAMPLES

An assembler with 30 years' service who retires in 1977 with a mutual pension.

Basic — 30×9.75 = \$292.50
Supplement — 25×10.00 = 250.00
Special Allowance = 107.50

per month \$650.00

A skilled tradesman with 26 years' service who retires on October 1, 1976, at age 55 with a mutual pension.

Basic — 26×10.50 = \$273.00
Supplement — $25 \text{ Max.} \times 10.00$ = 250.00

per month \$523.00

Remember, if you have any questions on pensions, or credited service and cannot get me right away, call me at home after 6:00 p.m. My number is 728-6767.

Have a safe and happy vacation. More on pensions in the next issue.

Twilight Zone 29

By MEL SMITH
Committeeman
VACATION TIME
PROBLEMS

I know from past experience that around this time of the year numerous questions pop up over vacations — vacation pays, etc. Well, maybe



this article will help to answer some of your questions before they become problems. Vacation pays will be paid on July 8th for those brothers and sisters who are working night shift and on July 9th for those brothers and sisters who are working day shift.

The Section of the Master Agreement which pertains to vacations is paragraphs 110 to 116 inclusive in most cases.

PARAGRAPH 110

Each employee who has one or more years' seniority as of the vacation pay eligibility date, shall on that date become entitled to one week's vacation in that year, or such time off as she or he would be entitled to under existing law.

PARAGRAPH 111

The vacation pay eligibility date in each plant shall be June 30th.

PARAGRAPH 112

No employee shall receive less vacation pay than that to which he or she would be entitled under existing law at the time such vacation pay is payable.

PARAGRAPH 113

The expression "minimum hours" wherever used in this section shall mean a total of 1,000 hours in the vacation year which shall be the 52 pay periods immediately preceding the vacation pay eligibility date in that year. For the purpose only of calculating minimum hours worked, hours paid for holidays not worked, jury duty and bereavement leave, shall be considered as hours worked.

PARAGRAPH 114

(a) Each employee who has attained at least one year's seniority as of the vacation pay eligibility date and who has worked the minimum hours in the vacation year, shall become entitled on that date to vacation pay, in accordance with the following:

(1) One (1) year, but less than three (3) years seniority — eighty (80) hours pay.

(2) Three (3) years but less than five (5) years seniority — one hundred (100) hours pay.

(3) Five (5) years but less than ten (10) years seniority — one hundred and twenty (120) hours pay.

(4) Ten (10) years but less than fifteen (15) years seniority — one hundred and forty (140) hours pay.

(5) Fifteen (15) years but less than twenty (20) years seniority — one hundred and sixty (160) hours pay.

(6) Twenty (20) years or more years seniority — two hundred (200) hours pay.

PARAGRAPH 114(b)

The vacation pay allowance of an employee who holds seniority in two or more General Motors plants under the Master Agreement will be computed on the basis of the longest seniority held as of the vacation eligibility date.

An employee who holds seniority in two or more General Motors plants under the Master Agreement and whose seniority is thereafter broken at the base plant for the following reasons:

(1) Pursuant to Paragraph 54(d) because he elected to remain in the plant in which he is then working, or
(2) Pursuant to Paragraph 54(f) shall retain his longest seniority date held for the purpose only of computing his Vacation Pay Allowance at the plant where he is then working unless his seniority is cancelled for any reason.

PARAGRAPH 114(c)

Without modifying or adding to any other provision of Section 14,

Vacations, an employee who has not acquired one year seniority as of the Vacation Pay eligibility date occurring after the effective date of this Agreement shall nevertheless become eligible for vacation pay provided:

(1) The employee has seniority as of June 30th.

(2) The employee has worked during at least 13 pay periods as of the vacation pay eligibility date.

An eligible employee who qualifies as provided herein shall be paid a percentage of 40 hours vacation pay following June 30th, based on the number of pay periods he worked in his eligibility year, in accordance with the following, or as provided by applicable law, whichever is greater.

Pay Periods Worked	Percentage of 40 Hours Vacation Pay
26	100%
25	96%
24	92%
23	88%
22	84%
21	80%
20	76%
19	73%
18	69%
17	65%
16	61%
15	57%
14	53%
13	50%

PARAGRAPH 115

Vacation pay, in each year, shall be calculated on the basis of the employee's average straight time rate for the last pay period in which he worked and which ended prior to May 1st or prior to June 15th, whichever calculation provides the higher rate, except as otherwise agreed locally.

PARAGRAPH 116

Where an employee has failed to work the minimum hours in a vacation year, he shall be entitled to the vacation pay for that year to which he would have been entitled if he had worked the minimum hours for that year, reduced by five (5) per cent for each fifty (50) hours (or fraction thereof) by which he has failed to work the minimum hours for that year.

WORKING CONDITIONS

STAMPING PLANT

General foremen Bill Horton and Al Cawker have told me that there are 20 more fans on order for Buildings 53 and 56. Further the Bailey Wash Basin which has been repaired half a dozen times in building 53 washroom will be either repaired or replaced. These words came straight from the horse's mouth — Dudley Deely, Stamping Plant Superintendent.



Bad Contract

• Continued from Page 3

tial wage increase, won't get a 36-hour week, and might end up with a Letter 10 of the Master Agreement that saddles them with forced labour of ten hours through the week. There is also some unneeded worry hundreds of Local 222 Master Agreement 109 grievances on call-in pay will clutter up negotiations instead of being won in arbitration in the immediate future. But these fears can be removed.

UAW members are likely to place their full confidence in Brother Harding and the other UAW leaders, ignore the barrage of propaganda, come into motion as one, and go forward.

Everyone seems worried now, but, when the time comes, the UAW can avoid a bad contract. Success is indeed just around the corner when it is demanded, and the UAW takes the steps to round that corner.

Seniority — Dept. 25?

By TOM HOAR

Zone 34 Committeeman

During the June 9th morning shift, management from the respot line in the body shop held an interview with a probationary employee, at which I was present, concerning some time off work for migraine headaches. They informed us that employee Duquette had only 88 days seniority and that they were attempting to get a month's extension added



to his probationary period to see if his absenteeism would improve.

All members of supervision agreed that Ron's work was A-1, and fully accepted his reasons for being absent, as the condition had been confirmed with the nurse during the past week. The interview then ended with the old saying, "we'll get back to you."

Shortly before noon I was informed by general supervisor, Ab Hutchins, that they were going to let Ron go at the end of the shift and I requested a second interview with Ron.

Supervision stated that they couldn't get an extension on his probation and that they were going to discharge him at the end of the shift as he was "unlikely to become a suitable employee."

ARROGANT SUPERINTENDENT

Assistant Superintendent, Bob Sholdra, was in at this meeting and stated that they were running a

business and couldn't afford to "take a chance on Ron," but that if he ever got over his headaches then he could again apply for a job at G.M.

Then this (clerk) superintendent committed one of the most arrogant acts that I have ever witnessed when, with a wry grin on his face, he reached out to shake Ron's hand and said "sorry, pal." It is my opinion that he thoroughly enjoyed the whole thing.

After lunch I again met with Ab Hutchins and pointed out that Ron has acquired 91 days seniority pursuant to Paragraph 52 of the Master Agreement and that Supervisor Frank O'Carroll, Superintendent Bob Sholdra and himself had all erred in counting out the says of seniority (90) but he again stated, "he's done at the end of the shift."

I then left to get a pass for the board room for an earlier suspension and was urgently paged for the respot line.

When I phoned, Ab Hutchins informed me that he had just received a phone call and that I was right, and the company wrong and therefore the discharge papers were being ripped up.

It must be pointed out that all of this was caused by three members of supervision being unable to count to ninety (90). This problem, however, should be remedied in the future as I hear that Superintendent Ron Cox has ordered a calculator be made available for future use by the above mentioned members of supervision.

In view of the above, I would certainly expect Brother Ron Duquette would receive apologies from these three members of management.

Swap Column

• Continued from Page 4

BABY STROLLER and carriage, good condition. Call: 723-5553

RCASTOVE, like brand new, best offer. Call: 728-3333

ESTATE SALE, Pyramid camper GMC truck, Mercury outboard motor, aluminum boat, trailer. Call: 723-9911

WANTED TO BUY

HOUSE IN OSHAWA OR AREA, 2 or 3 bedrooms, no agents please. Call: 723-7948

SET OF LAWN BOWLING BALLS. Call: 723-9518

LARGE STUDENT DESK, good condition. Call: 728-5050

FOR RENT

TENT TRAILER, sleeps 5 persons, mattresses included, \$30. Call: 725-3773

COTTAGE ON TWELVE MILE LAKE in Haliburton, 3-bedroom, inside conveniences, safe sandy beach, available July 1-July 17 and August 21-28. Call: 725-6813

SOFT TOP TENT TRAILER, sleeps 4, mattresses included, \$35 per week. Call: 728-1753

MOTOR HOME, \$375 per week, no mileage charge, insurance included. Call: 723-4272

THREE BEDROOM COTTAGE, two piece bath, large sundeck on Lake Scugog. Call: 723-1620

COTTAGE on beautiful Lake Kasshobog, three bedrooms, fully furnished, electricity, water of tap, inside conveniences, boat and motor, \$100 weekly, \$350 per month. Call: 623-2847

THREE BEDROOM HOUSE, Pontypool. Call: 983-5864

TENT TRAILERS, four and six sleepers, spring and summer booking available. Call: 728-5233 between 9 a.m. and 7 p.m.

LAKEFRONT COTTAGE, 100 miles from Oshawa, three bedrooms, inside conveniences, good swimming and fishing, season or weekly. Call: 725-6070

SERVICES

MOTHER OF TWO interested in babysitting a teacher's child, starting in September. Call: 576-0466

FORMER TEACHER INTERESTED in babysitting for another teacher in my home, King and Wilson area. Call: 728-9168

ABORTION REFERRAL. Call: 728-3242 or 728-7169

IF YOU ARE THE SPOUSE or relative of a problem drinker, and seeking help. Call: Al-Anon 728-1020

PREGNANT AND DISTRESSED? We can help you. Call: Birthright 579-2336

GIVE AWAY

FREE PUPPIES, 6 weeks old, part Labrador. Call: Whitby 668-4393 after 12 o'clock

STUDENT JOBS

A Canada Manpower Centre for Students is now open to help students find a summer job and to serve employers seeking summer help. The office is located at 44 Bond St. W. Lower level, and will be open from 8:15 a.m. to 4:30 in the afternoon Monday through Thursday and 8:15 to 4:00 on Friday. Employers, if there is a job a student can do for you, visit the Canada Manpower Centre for Students or register your employment opportunity by phoning 723-2211. The student counsellors will be happy to help.

Letters to the Editor

Kingsville, Ontario.
June 5, 1976.

Dear Brother Clarke:

May I compliment you and your Editorial Board on the most interesting paper you produce in the Oshaworker. I gobble up each issue because it is like getting news from home. But I refer especially to the article by Bill Harding in your issue of June 3 entitled "Open House A Myth".

In less than two columns, he has revealed more economic truths than all of the highly educated economics experts have come up with about the present restrictive policy of wage and price control. The comparisons he makes should convince every worker that they are in for a licking if they do not support the Union policy of scrapping the whole system of wage and price control, and you can add the present Liberal Government to the scrapping process as well.

Remember me to all my friends and Union sisters and brothers in the best Local in Canada.

Fraternally,
George Burt,
Retired Canadian Director,
UAW.

1050 Simcoe St. North,
Oshawa, Ontario.
June 4, 1976.

Dear Mr. Clarke:

I am writing to you in regard to our Pickerel Contest that was held at Paradise Sports in Oshawa.

As a past employee of G.M. and member of the UAW Rod and Gun Club, I thought you would appreciate knowing that Mr. Matthew Lapa from North Plant Maintenance won first prize of \$100.00 cash and \$50.00 in merchandise for an 8 lb. 14 oz. pickerel, and Mr. Larry Coolidge of the Chassis Plant second prize of \$50.00 cash and \$25.00 in merchandise for a 6 lb. 1 oz. pickerel.

We have many of your brothers and sisters who are good customers of ours, and I thought that they may appreciate knowing that their brothers can still catch some very nice fish.

Yours sincerely,
Ron Dennis, Proprietor,
PARADISE SPORTS.

Over \$100,000 for Cystic Fibrosis

Over the past year, the Kinsmen Clubs of District 8 raised over \$100,000 for Cystic Fibrosis.

On behalf of the Cystic Fibrosis Foundation, we of the Oshawa Motor City Kinsmen Club, would like to thank all the G.M. employees who contributed at our Plant Gate Collection on Friday, May 28th.

With your help, the Oshawa Motor City Kinsmen Club was able

a substantial contribution to this very worthwhile cause, and we look forward to your continued support in the future.

Once again, from all of us at "Motor City," a sincere thank-you.

Sam Kloos,
Cystic Fibrosis Chairman,
Oshawa Motor City
Kinsmen Club.

Rod & Gun Club

By ROY FLEMING

The annual weed drag held at Lake Scugog was a great success thanks to the weather and our casting chairman and his committee. There were



103 registered fishermen. I would say all boats brought in fish, especially pickerel. Some fishermen think pickerel have found a home in Lake Scugog, but I remember a weed drag at Scugog about 30

years ago when one of the fishermen brought in a pickerel.

Pickerel have changed their living ways, or the fishermen have changed their ways of catching pickerel for it does not seem many years ago when fishermen only went after pickerel on the fast water of the river or in deep clear lakes. Another thing that has changed pickerel fishing in this area is the opening of the pickerel season about six weeks earlier for it does not seem many years ago when one could not fish the Trent system from a boat until July 1st, by which time the lakes had warmed up, and the pickerel had sought deeper water.

Another point that I think has opened pickerel fishing in Lake Scugog is the opening of ice fishing, and those millions of holes chopped in the ice which gives oxygen to the water, and lets the carbon dioxide out.

There were some large muskies boated and the winner was Peter Vanderwater with a 19 lb. 7 oz. fish. Second was Harold Dervent with a 17 lb. 11 oz. catch and 3rd Harold Davies with a 15 lb. 6 oz. beauty. There were other good size muskies turned in but they were not big enough to take a prize this time out.

The pickerel class was won by George Novac Jr. with an 8 lb. 14 oz. fish. Second prize went to Udo Giobke, 5 lb. 14 oz. and 3rd was taken by Roy Hopkins whose fish weighed in at 5 lb. 4 oz. All were good size pickerel.

There were many other fishermen who took home prizes: Tom Holly, Don Hubbard, Doug Weyrich, Robert Bruckner, Ron Harrison, Terry Varty, J. Melaney and Steve Pawlacuck. You can see by the list the number of fish caught, and the baits used were many different kinds.

The next big event for the fishermen is Local 222 Picnic at Lakeview Park on Saturday, July 10th, where the casting and spinning

is open to all Local 222 members and their families. And it will be held at the same area west end of the park, on the north side of the road. These events are going to start a little earlier this year. Bring your own equipment — we supply the casting and spinning dummies. Don't expect to borrow equipment off other fishermen if you have left your own at home. Hope to see you and the kids take in this event. Still on the subject of fishing, remember to send those fish entries in to P.O. Box 483, Oshawa post office. The trustees enjoy receiving them.

The spring trophy trapshoot 50 birds at our range was a great success thanks to the efforts of our Chairman, Harold Rolls, and his committee.

Phil Calvert won the open class with 44 of 50 birds broken, and a run of 23. Bing Crosby was second with 44 broken birds, and Ed Cook was third.

Class A was won by Bing Crosby with 48 out of 50 broken birds and a consecutive run of 35. Kemp Smith was 2nd with 47 out of 50 broken birds. Ed Cook was third with 46 broken birds.

Doug Scrimshaw was the winner of Class B with 38 broken birds. Don Cathcart was second with 38 and Gary Bentley broke 38 birds. As in many shoots the consecutive run was the determining factor in deciding the winners.

Class C was won by Cliff McGray with 33 broken birds. Terry Trevail was 2nd with 32 broken birds and Paul Ferrill 3rd with 30 broken birds. As the Lewis system was used in scoring, this made it better for the shooters.

The junior class was won by Glen Ferrill with 32 broken birds. Garnet Duetta Jr. was second with 28 broken birds, and with a 20 guage gun, Keith Sheehan was third with 27 broken birds.

Bing Crosby won the trophy for the longest consecutive run with 35 broken birds.

There will be trapshooting at our Newcastle property every Sunday morning and Wednesday evening by appointment — phone Harold Rolls at 725-2851.

The trapshooting over Lake Ontario at Lakeview Park on the day of Local 222 picnic, is open to all members of Local 222, and their families. This will be a 25 bird event. Be prepared to start at 9.00 a.m. Bring your own gun.

If you are having some other person pick up your picnic tickets, give them an extra \$1.00 for Union Rod and Gun Club membership card, and if we miss you, get your membership card for 1976 at the picnic near the trapshooting area.

Karl Anderson will also have crests at the picnic at the trapshooting area.

There is target shooting outdoors every Sunday morning and Wednesday evening at our Newcastle property, north end.

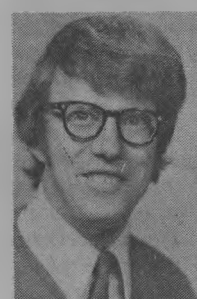
Archery is now ready. Give Paul Sheehan a call at 623-2542 if you are interested.

The Second Marsh issue is a long way from dead. The only holdups are the local politicians who do not want this issue to go to court before 6 months until after their elections in the late fall. If you believe, we, as conservationists should conserve the 2nd Marsh in its natural state, remember those local politicians who are against it, and remember to forget them on election day.

Plastic Overtime

By CONNIE LOCKHART
Zone 27 Committeeman

The jockey from over home rides again in Plastics. He is under the impression that if he digs his spurs in, the men will stay in line and work



hard. He promoted a junior employee to a higher job and when I asked him why, he first said it was his decision. He then went on to say the grievor was too fat, not agile enough, had a bad knee and he

also talked too much. Another employee called about the same job and he was told he was nervous and took too much time off work in 1975. I checked this out and found that he is not a nervous person, and the only time he had off was three weeks on compensation and three weeks holidays.

The same foreman last week worked 12 hours on Wednesday and Thursday. His normal shift was 4-12, but he worked 12-4 for the other foreman who was away. On Wednesday he asked an employee to work a double shift because he felt that he would be short on his own shift. The employee agreed.

On the Thursday the same foreman approached everyone on the shift to ask if they would work a double shift. They all refused. He then came back a second time to the employee who had just worked 16 hours and was tired. He said if he would work another shift the job would not be too hard. The employee then agreed to work (that would have been 32 hours in two days) because he figured he was needed. But lo and behold, the foreman came up to him twenty minutes after he started his double shift and told the employee that he had to go home because he had not adequate footwear. It just goes to show you how bad the Company needs you.

I would also like the the employee who worked doubles to know they should get it straight how long they are going to work, whether it be 20 minutes or 8 hours. Get it straight before you agree.

Scholarships

Once again this year, Carling-O'Keefe and the Canadian Labour Congress are jointly sponsoring scholarships and bursaries available to sons and daughters of members, living or dead, that were or are members in good standing with a union affiliated to the CLC. The UAW is an affiliate of the CLC.

A letter can be forwarded to the Canadian Labour Congress Education Department to obtain a bursary or scholarship application form. 24 bursaries (\$500 each), two in each province and territory, are being awarded in 1976 to assist children of trade unionists in pursuing knowledge at the post-secondary level. The student must be graduating from a secondary school and intending to go on to higher education in an approved institution such as university, technological institute, community college, CEGEP, teachers college, nursing college, etc. This is an entrance bursary and is non-renewable for a second year of studies.

Two scholarships are available to Canadian citizens who hold a Bachelor's Degree in a natural or social science. This scholarship will provide the full cost of tuition, transportation, accommodation, living expenses and expense money for a period of one full academic year at a university campus in Canada. Should the successful applicant be married and have a family, the scholarship will provide for additional transportation and living expenses as required.



S&A on Vacation

By LLOYD CLARKE
Sickness & Accident
Representative

Considering that this is the last issue prior to our vacation period, I thought it might be advisable to relay some information to our members that could either enlighten anyone who did not know or remind those who do know. One question that is quite often asked at this time of the year is "can I draw S&A benefits while receiving vacation pay?" The answer to this is yes but please do not confuse vacation with holidays. In other words the vacation period is during the summer changeover while holidays are at such times as Christmas, May 24th, July 1st or Good Friday. These you cannot combine S&A benefits and pay.

The rules for S&A benefits do not change during or prior to vacation because you still have such things as reporting to your doctor when the accident or illness occurs, filling out your claims within twenty days etc.

REPORTING LETTER

However, do not be too surprised if the letter you receive to report for an Insurance medical examination arrives just a little earlier than usual. There appears to be an attempt here that you just may be away from your home and not aware of this letter until it is too late. You are then denied benefits because of not appearing for your medical examination. Quite a coincidence that a "report letter" is rushed out at vacation time when

you can just as easily recuperate from an accident at the cottage as you can in the city.

REPORT TO MEDICAL CENTRE

There is one item that is very important to remember. If you are struck with illness, accident or hospitalized and you are claiming S&A benefits prior to vacation, be sure you report to the Medical Centre when your doctor states you are well, to have your status changed from sick leave to lay off.

For example, if you are on S&A benefits prior to vacation, and your doctor states you can return to work on July 19th, which is during the vacation period, and you do not report to the Medical Centre to be declared fit, you could quite likely run into a mess of trouble with SUB and/or Unemployment Insurance.

OHIP COVERAGE

If you plan on vacationing outside of Ontario, remember to carry your OHIP and Blue Cross cards with you at all times. Also if you are unfortunate enough to need a doctor's care or you are hospitalized, you must have an itemized account of your bill if you hope to be reimbursed from OHIP. That is, if you had to pay the bill because the people in charge would not take your coverage card.

There are many little incidentals that must be considered benefit wise at vacation time and it never hurts to be too cautious.

SAFE VACATION

Hopefully you will all have an enjoyable and safe vacation and will not need any of the forementioned information. If there is anything I can help you with pertaining to your coverage, and it will not wait, please give me a call at home.

Inside the 85th Line

By JIM SMITH
Committeeman

I would like to thank all the sisters and brothers who supported me going to the CLC Convention, held in Quebec City. Quebec City is a city loaded with Canadian history, and The Canadian Labor Congress made history there as the convention gave them the right to call a general strike. We also passed a manifesto calling for an end to the wage and prices guidelines which is really wage guidelines, prices are still going up and up, with no end in sight.

At this convention I met workers from as far away as British Columbia and Newfoundland and all other parts of Canada. I met fishermen, air line hostesses, lumber jacks, etc. Every union in Canada had their representatives there. We all had one thing in common — contempt for Trudeau's turnabout in the last election. It was heartening to see so many French union leaders and French representatives who also had contempt for the Liberal leader's policies. I believe the stranglehold the Liberal party has on Quebec politics is about to break.

Over the past months, General Motors has stooped to a new low, a new brain wave? We have installed at the Water Test in 85 Department a horn not to warn of an impending line breakdown, or any other such foul up. This horn and its loud blowing is a penalty for any water test check leak repairman who is working in the area. If a repairman cannot get his

work done in time the horn blows one long blast and three short ones. If for some reason like no glass in a car which logically cannot be water tested, one of the water test check leak repairmen presses the abort button, again another long blast followed by three short ones.

The supervision in this area agreed to disconnect the horn when I filed a group grievance for the water test repairmen. They have since changed their minds which is bargaining in bad faith. If we let them get away with this I can visualize these horns next on the headlining trimmer's seat backs, etc. This is really noise pollution as there is no need to penalize the workers with a loud horn because of one reason or another they cannot do their job in time, repairs etc.

If we cannot have it removed by the grievance procedure, we will submit a demand for the Local Negotiations having it removed and placing it in the superintendent's office to keep him awake, or have it blow every time he bargains in bad faith or breaks the contract. At that rate the horn would be blowing all the time.

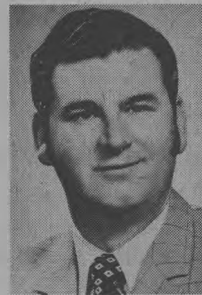
Recently the Company again came up with a new idea, a new way to have "inventory". They brought out the safety reps (Company's) industrial labour reps, office staff. Even as far away as the Van Plant to do the work normally performed by hourly rated people. I suppose they thought if they brought out all this high priced help to count and record stock and pull tags, (work normally performed by hourly rated people), they would overwhelm the Union to think that this was necessary to count stock, and really a function of supervision's, which I believe it isn't. I have filed grievances against these people and these procedures. I can just see one of the Company's labour people interviewing one of the brothers who filed a grievance against the same Labour G.M. Representatives. It would be like the thief interviewing the person who got robbed.

Remember if you have a problem call your committeeman and have a good vacation.

Supervision and the Master Agreement

By JOHN KOVACS
Zone 54 Committeeman

One of our brothers on the bridge filed a Paragraph 62 transfer on May 18th of this year. He has 1956 seniority. The transfer was within a department, and when the opening occurred on May 26th, Radovich placed an employee with 1963 seniority on the job, completely ignoring the brother with 1956 seniority. I filed a grievance for this brother and as I am writing this article, the grievance is waiting to be heard on the third step.



There are a few interesting points in this case and when Cranston and Radovich are trying to destroy the very fundamental part of our contractual rights, it raises my blood pressure.

Here is what happened: Two employees had a Paragraph 62 transfer in for a Toe-In operation. The regular employee in Toe-In approached a general supervisor on May 26th, and asked if he could change jobs and come out of Toe-In. In fact he did come out and started to work as a U.R. on the Engine Line on May 31, 1976. He did not leave the Toe-In through transfer, and so they

could not say it was a secondary opening. A transfer had to be honoured. It was. The junior employee's transfer.

In my previous article I stated several times that Radovich doesn't have much respect for the Collective Agreement. He has to be wrong to think he can get away with it. Anyway the best part is yet to come because Cranston is Radovich's boss.

As I mentioned, I have filed a grievance for the brother and our District Committeeman, Brother Faught, had a second step meeting with Cranston in my absence, as we worked on the night shift the following two weeks.

Cranston answered the grievance on a second step that the junior employee was told on May 5, 1976 that his transfer was through and he would be moved to Toe-In soon. Also at the end of the usually long explanatory answer, Cranston wrote, "furthermore the employee knew at the time when he filed his transfer that the other employee's transfer was honoured." WOW!!

Let's look at the facts:

We have more than one supervisor's statement concerning the opening for Toe-In, like when the employee made it known May 26th that he wanted to come out. There was no opening to fill any transfer on May 5th as Cranston claimed in his second step answer. I ran into Merle Cranston on Friday night when he

came into the Plant, and asked him where he got his facts concerning this grievance.

You guys would not believe what he said: "I used Radovich's facts sheet." DOUBLE WOW!!

I already got Radovich's answer on the first step (with his signature) "No Violation."

Earlier in the column I mentioned that Radovich has to be wrong if he thinks he can get away with this. It should be some consolation to Alex to know he's got company.

I can tell you on behalf of our District Committeeman, Orville Faught, that Merle Cranston never settled one grievance on a second step since he came to the Chassis Plant. That's in the whole District 5. Boy! We thought Tommy Jones was bad! Orville has one thankless job if he has to sit across the table and deal with Cranston. It could be a tragedy for both sides.

1976 MODEL YEAR COME TO A CLOSE

This is the last issue for this model year and the week after you read this column, you will be on your vacation. Have a good one. You all deserve it.

I will be thinking ahead with mixed emotions. After July 9th I lose over half my zone. You all know that with the exception of three jobs, all the bridge operation will be gone to the Body Shop. I have represented most of you over six years. I could not have asked for better brothers than you were on the bridge. You were behind me on any crisis, when we had some, (overtime) and you criticized me for a mistake I made, but you will all be missed by me greatly.

As to the rest of the brothers in the Chassis Plant, on behalf of the Chassis Plant Committee, I wish all of you a pleasant joyful safe vacation. See you all back August 9th.

Skilled Trades Notices

By JUNIOR McMULLAN
MAINTENANCE REPORT —
NEW APPRENTICES

All trades fully employed, 6 to 7 days a week; over 250 new applicants applied for the 27 positions open in the apprenticeship program for a date in September.

The positions open are in the electrical machine repair, millwright and pipefitter trades. On Friday, June 11, 1976, 60 tool and die and toolmakers were issued lay-off notices effective

Friday, August 6, 1976. These notices do not mean a lay-off, but are issued by the Company only as a precaution in case of a work shortage in the tooling trades so that they will not be responsible for not having informed the employee under the requirements by law.

The company has already informed the Union that they will need all laid off tooling tradesmen in the North Plant for work in the South Plant, Body Plant, Truck Plant and Battery Plant. I feel that we have enough tooling tradesmen, who want the inverse lay-off to counteract anyone from being laid off, that wants to work.

I would like to remind any tradesmen who take a lay-off under the Inverse Agreement, should contact their union representative, prior to the lay-off, to answer questions on any changes for collecting benefits under the Dental Plan, UIC, S&A Plan, etc.

Chassis Bridge Reprimands

By AMBY FERREN
Committeeman
CHEV LINE REPORT

I believe this is the last issue of our paper before vacations. I want to take this opportunity of wishing everyone a very happy and accident free vacation. We have had a very busy and trying year so far with more to come. As we are all aware, this is contract year and what lies ahead for us is hard to say. Only the mighty General Motors can



answer this. I am sure that our Top Committee along with our President will be trying to extract everything they can from this corporation, and after the very prosperous year they have had breaking all records in the number of jobs they have produced and the millions of dollars profit they have made, they can certainly afford to open up their purse strings to the people who have made it for them. "Let the corporation not forget that before we punch our cards that the stock holders can not punch their cash registers." So let's all get behind our Bargaining Committee 100%.

We have a large number of G-134's and suspensions in the last while since the warm weather has been on us, along with all this overtime they are asking for. Most of the G-134's have been delivered to the bridge area of the Chev Line. We have a certain acting general foreman by the name of Al and a student foreman with about a year's seniority by the name of Ron, who seem to delight in penalizing people. I am glad that there are people with a little more authority than they have, who overrule these kind of guys.

There were two G-134's handed out that were ridiculous, if that is the word. One of them was because a 1963 seniority employee had to go to a doctor on Friday for a shot of cortisone in his arm and could not report to work on Friday night. So on Monday night he received a G-134

even when he had a doctor's letter. That G-134 of course was removed after a grievance was filed.

The other one was where a 1963 employee had to attend a funeral on Saturday, of a very close friend of his, and he also received a G-134 which was removed after a grievance was filed and a lot of discussion was held on it. Another employee received 30 days for failing to punch his time card out and left early, although he had never missed any work. These are the kind of reprimands that are going on on the bridge. What these people are going to gain by this is beyond me. Then they ask for co-operation from their people, which is pretty hard to take. I am sure that this kind of action will be looked after in negotiations.

I hope by now that everyone's time off for vacation has been looked after to the people's satisfaction. As I said before, the brothers and sisters really deserve their vacations for the large number of hours they have put in on this model.

I would like to say to the number of brothers and sisters from the bridge that are moving to the Trim and Hardware with their jobs, I wish them all the best and it has been a privilege for me to work with you and to represent you. Some of you people I have known for a number of years. If there ever is anything I can do for you inside the plant or outside, don't hesitate to call me. The rest of you people I will see downstairs and the same "thank you" goes for everyone from the bridge.

